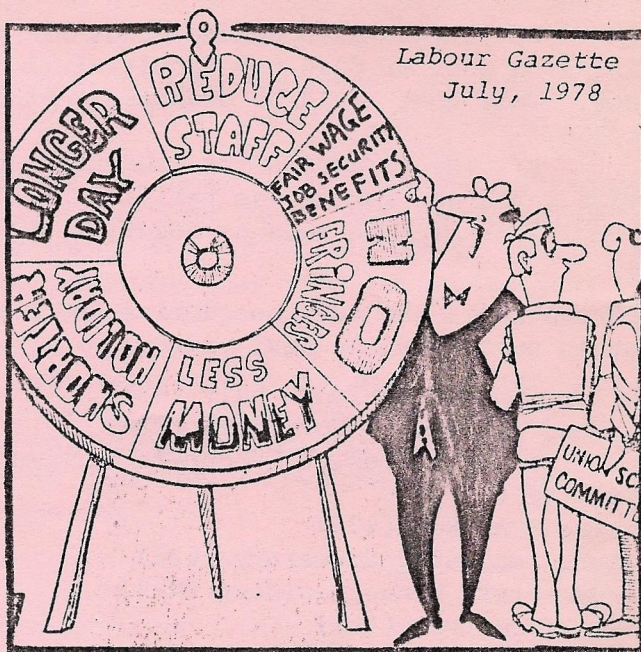


FSA NEWSLETTER



Come in, come in, gentlemen, the company
would like to introduce a
new idea in negotiations.

JUNE

1982

THE 1982 AGM

The 1982 AGM was held May 26, 1982, in Chilliwack. Approximately 150 people attended.

Main Items: 1. Proxy votes will no longer be accepted at Annual General Meetings. Sufficient notice of meeting's time, place, and date is given, and AGMS are held before the faculty holiday period, so the reasons for proxies were decided to be no longer valid.

2. It was also decided that FSA would join CIEA, at a cost of \$114 per faculty full-time equivalent. This cost would be deducted monthly from the FSA.

3. The direction the Executive and negotiation teams are taking was ratified. Further decisions will be made as negotiations continue.

These are the folks who are shouldering the burden (at least in part) for the next year:

Wendy Burton, Communications Chair (434)

Alan Cameron, Agreements Committee (238)

Jocelyn Creigh, Past Pres. & Labour-Management

Rep, Faculty (246)

Kathy Davis, JCAC Rep (473)

Ian Fenwick, Recording Secretary (423)

Carol Hardy, Staff Vice-President (433)

Lisa Louko, Treasurer (442)

Doug McDowell, President (281)

Georgina Marshall, Corresponding Secretary (219)

Barb Pinkiewicz, Grievance Chair (220)

Leslie Wood, Labour-Management Rep, Staff (251)

PRESIDENT'S REPORT

May 26 FSA AGM

Many thanks to you who came. Some of the issues were complicated and hard. The Executive appreciates your willingness to address the issues and your support for our efforts.

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I attended the CIEA AGM in Vancouver on May 29 and exercised the four FSA votes.

The CIEA constitution remains unchanged. The only elected position is President-Elect who automatically becomes President the following year. For 1982/83 Jan Cioé (CNC) is CIEA President and Kent Yakel (BCIT) is CIEA President-Elect. They are apparently good, competent people with strong backgrounds in negotiations. I expect CIEA to have a productive year.

CIEA did vote to make the annual dues slightly more than expected. They are \$117 per faculty FTE instead of \$114. There was much discussion over the issue. The increase was voted in to provide more money for a special "arbitration" fund. Member organizations can apply for amounts up to \$2500 (and in special cases for more) to defray the costs of arbitrations with provincial implications (members of CIEA have spent approximately \$132,000 during 1981/82 on legal fees). Although the reasons for the increase of \$3 seemed good ones, I abstained on the vote because our AGM had voted on the basis of \$114 and not \$117. If anyone wishes this topic may be addressed at the June 15 general meeting.

CIEA President's Council met the next morning from 9:30 until 1:00. I brought two motions which relate to our own problems. CIEA was very helpful.

Motion: CIEA recommends to its member associations that members of the associations do not participate in making recommendations for budget priorities which could result in layoff of individual members if carried out. (10 for, 1 abstention, carried)

This was motivated by the current budget exercise being carried out and completed by early July at all colleges.

Motion: CIEA recommends to its member organizations that during a time of layoff to regular members of an association, the associations strongly resist any further development of excluded positions at the college or institute. (unanimous, carried)

No comment needed.

FINAL UNOFFICIAL CAC REPORT

In addition to considering a number of new policies in the area of admissions and standards, the CAC's time was devoted largely to discussing the SIRR document, reviewing a set of instructional policies, considering the recommendations of the sub-committee established to set up a Program Advisory Committee at the College, and discussing the final report of the CES policy sub-committee. In each of these, your FSA reps insured that the decisions of the executive were brought forward and discussed fully. In some cases, particularly in terms of instructional policies and the PAC issue, a number of changes were made in recommended policies as a result of FSA concerns.

Carol Hardy & Laura Neame

FINAL REPORT BY THE PD CHAIR

I would like to touch on some of the highlights and/or accomplishments in the PD area this year.

1. Educational Leave: The application procedure has been finalized, although it is very complicated, partly because our only source of funding at present (the surplus from the previous year's in-service PD fund) is inadequate and unpredictable. It was also not possible to approve applications until quite late in the year, because the contract clauses were not ratified until January. However, we did manage to spend all of our money: three applications for assisted educational leave were funded through the ELF fund this year. In addition, two assisted educational leaves were approved where the assistance consisted of replacement savings only, and no support from the ELF fund.

The surplus from the 1981/82 in-service PD fund is approximately \$16,000, and this money will again be divided into the following categories: faculty long- and short-term leaves, and staff long- and short-term leaves. In the early fall you will be invited to apply for assisted educational leaves which would begin in the fall of 1983, so you should start thinking about it now.

You will be interested to note that we have changed the timelines for those categories of educational leave which require no financial assistance, or assistance which is less than or equal to replacement savings. The following motion was passed at the PD meeting of May 19, 1982:

Moved: THAT while the deadlines for assisted educational leave are most desirable for all categories of educational leave, applications for unassisted educational leave or assisted educational leave equal to or less than replacement savings will be entertained by the Professional Development Committee at any time. Applicants are reminded, however, that proper advance notice is desirable, and that the last paragraph of Article 24.3(d) of the Collective Agreement gives the right to the employer to refuse to grant leave where such leave would disrupt the operation of the College.

2. PD for Staff: One of our on-going problems seems to be a lack of appropriate PD activities for staff members, or at least this seems to be the case in certain divisions of the College. There have been three developments this year which may help in this area:
 - a) As a result of a workshop for staff at the PD Day, a committee was formed to begin investigating how to implement PD activities for staff. The members of that committee are: Hazel Lockhart, Roberta Paton, Leslie Wood, Ron Dudley, and John Potts.
 - b) The Division of Instruction has a representative from staff on its Divisional Allocation Committee.

- c) There is now a list of up-coming PD activities which is posted on the PD bulletin boards around the College. If you hear of PD activities, don't forget to send them along to Linda Lee (Abbotsford).

3. College-Wide PD: Again this year we had a successful College-Wide PD Day, thanks to the hard work put in by the PD Day Committee, and by those who put on the workshops. Remember, for a PD Day to be successful, you have to let the PD Day Committee know what you want, and you should volunteer to help once in a while.

We have a budget set aside for College-Wide PD, and you should be aware that this money is not solely for the PD Day. A certain amount is reserved for College-wide PD activities throughout the year (for example, this year we had seminars on assertiveness training and family violence). The PD Committee can organize these workshops, or they can consider suggestions and/or offers from the College community.

4. PD Funding for Credit Courses: Another important thing that happened this year is that we modified one of the guidelines in the PD Handbook (see Guideline 2, under Guidelines for Divisional Allocation Committees, Appendix II). This makes it possible for an employee to receive In-Service PD support for at least some of the credit courses he or she takes.

5. A New Issue - Compensatory Time Off for PD Activities Taken on Evenings and Weekends: Have you been compensated for PD activities that you have taken on evenings and weekends? Do you think you should be, and, if so, for all PD activities or just certain ones? Should only certain employees get compensatory time off or should everyone? Your PD reps may have asked you about this already, but if you would like to say more, send your comments along to the new PD Chairperson.

The new PD Chairperson is Doug Nicol (Chilliwack). I am sure he would appreciate it if you would take the time to send him your comments about any concern you have with opportunities for PD at the College.

Following are excerpts from a June 25, 1982, letter from from ICBC to Betty Harris. The complete letter is available from Wendy Burton.

"We confirm that the . . . "02" rate classification is sufficient for a teacher driving to and from a number of work locations, providing it is just that, use of the teacher's vehicle to get to the work location to teach. However, should the employee (i.e. the teacher) travel to another work location on the business of Fraser Valley College, e.g. to attend a meeting, to supervise or evaluate other employees in the performance of their work, etc., that portion of driving is business use.

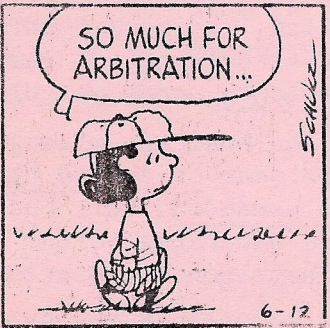
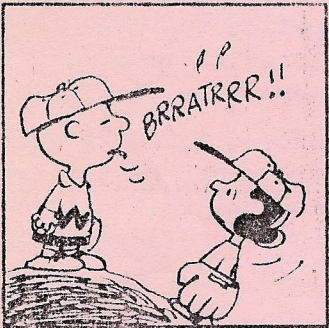
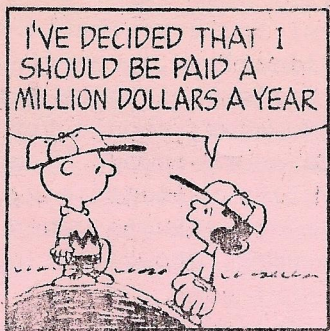
"It is the responsibility of the vehicle owner to ensure that the vehicle is correctly rated for its principal use, and only then do the "occasional" provisions apply. In addition, it is corporate policy that the frequency of business driving is restricted to four days per calendar month under all pleasure rate classifications.

"Should the business mileage exceed 1,600 km during the insurance year or should the frequency restriction alone be exceeded, full business use rating is necessary to ensure adherence to the Autoplan rating requirements of the Insurance Corporation.

"Section 6.29(j) of the Regulations of the Insurance (Motor Vehicle) Act states:

- a) Where a motor vehicle is used regularly for business purposes, the motor vehicle must be rated in rate class 07, regardless of the number of kilometers driven for business purposes in a month or year.
- b) Regular use means use of the motor vehicle on more than 4 days in a calendar month."

*Concerned about the implications of these excerpts?
Contact Wendy Burton at Local 434, or write to her at
the Chilliwack Campus.*



Do you have a question, a gripe, a glittering moment that you want to share with the membership? Send the dazzling, or not so dazzling, prose to the Communications Chairperson, Wendy Burton, Chilliwack.